

# **CIVIL SERVICE COMMISSION SPECIAL MEETING AGENDA**

December 2, 2021 at 2:00 p.m. *via* Zoom

Dial by your location

+1 312 626 6799 US (Chicago)  
+1 929 436 2866 US (New York)  
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+1 253 215 8782 US (Tacoma)  
888 475 4499 US Toll-free  
877 853 5257 US Toll-free

Meeting ID: 813 8785 6403

Find your local number: <https://us06web.zoom.us/j/kdMmpEZZxI>

## **1. Examiner's Report - Personnel Director**

The Commission is asked to accept the Examiner's Report for the Personnel Director examination #2370.

## **2. Certification of the List – Personnel Director**

The Commission is asked to certify the list for the Personnel Director examination #2370.

## **3. Certify the first candidate to fill the vacancy**

The Commission is asked to certify the first candidate on the list to fill the vacancy of Personnel Director.

## **4. Appoint the permanent Personnel Director**

The Commission is asked to appoint the permanent Personnel Director.

## **5. Examiner's Report – Police Lieutenant – Tabled from November 9, 2021**

The Commission is asked to accept the Examiner's Report for the Police Lieutenant promotional examination #2363.

## **6. Certification of Promotional List - Police Lieutenant – Tabled from November 9, 2021**

The Commission is asked to certify the list for the Police Lieutenant promotional examination #2363.



# CITY OF BRIDGEPORT, CONNECTICUT

## OFFICE OF THE CIVIL SERVICE COMMISSION

### EXAMINER'S REPORT

Exam Title	Personnel Director	Exam #	2370
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#### Exam Summary:

- This examination was announced on Wednesday, July 28, 2021 and applications were accepted until Monday, September 20, 2021
- The applicants were screened by CPS HR for eligibility based on the minimum qualifications listed in the job description. Applicants who met those qualifications were invited to the first round of interviews, held via the Zoom platform, on September 15, 2021
- Candidates who passed the first interview were invited to appear for an oral interview, held at the MMGC on October 25, 2021
- Candidates were notified of their preliminary scores on October 28, 2021 and a preliminary ranked list was established
- The 30-day waiting period began on October 28, 2021 and ended on November 30, 2021
- All candidates were notified of their final standing on the ranked list on November 30, 2021

#### Candidate Summary:

Candidate Phase	# of Candidates
Applied	29
Did not meet minimum qualifications	23
Withdrew	1
Interviewed – Round 1	5
Did not attain a minimum R1 test score	2
Passed R1 Zoom Interview, invited to Round 2 test	3
Withdrew during exam	1
Passed the exam and ranked on the preliminary list	2

#### Exam Review and Appeal Summary:

- No candidates participated in the 30-day review process
- No appeals were filed with the Examiner

#### Conclusion:

This exam was developed and conducted in accordance with *The Uniform Guidelines on Employee Selection Procedures* and complies with all applicable laws regarding testing and prohibiting discrimination.

The final ranked list is attached as Exhibit A and is submitted for the Commission's consideration for certification.

Exhibit A

**Personnel Director #2370**

Established 10/27/2021

Last Name	First Name	Final Score	Final Rank	Certified	Probationary
Amado	Eric	112.07	1		
Hall	Nichola	92.10	2		



# CITY OF BRIDGEPORT, CONNECTICUT

## OFFICE OF THE CIVIL SERVICE COMMISSION

### EXAMINER'S REPORT

Exam Title	Police Lieutenant	Exam #	2363
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#### Exam Summary:

- This examination was announced on April 9, 2021. Our office accepted applications until April 30, 2021.
- Our office received multiple requests to delay the examination until the fall so as to give every candidate who wanted to participate the opportunity to do so because of previously scheduled summer vacations with families, and to allow for more study time.
- The written exam was held on Saturday, September 25, 2021 at Geraldine Johnson School in Bridgeport.
- The assessment center portion of the exam was held on Tuesday, September 21, 2021 at the Hartford HealthCare Amphitheater in Bridgeport.
- Candidates were rated by assessors from video recordings on September 22-25, 2021 at Fire Headquarters. (Thank you to A/Chief Edwards for allowing Civil Service to use his facilities.)
- Candidates were notified of their scores on October 7, 2021 and a preliminary ranked list was established.
- The 30-day waiting period began on October 7, 2021 and ended on November 7, 2021.
- Appeals were received and are summarized below.
- All candidates were notified of their final standing on the ranked list on November 9, 2021.

#### Candidate Summary:

Candidate Stage	# of Candidates
Applied	34
Withdrew before exam	5
Did not meet minimum required time-in-grade	3
Took the written exam	26
Took the oral exam	26
Did not attain a minimum exam score	0
Passed the exam	26

#### Exam Review and Appeal Summary:

- Nine candidates participated in an exam review; fourteen appeals were filed with the Examiner
- None of the appeals were granted

#### Conclusion:

This exam was developed and conducted in accordance with *The Uniform Guidelines on Employee Selection Procedures* and complies with all applicable laws regarding testing and prohibiting discrimination.

A summary report of the appeals is attached as Exhibit A, and the final ranked list is attached as Exhibit B and is submitted for the Commission's consideration for certification

## Exhibit A

### Police Lieutenant Examination #2363 Summary Report on Candidate Appeals

Candidate 2363-001  
No appeals submitted

Candidate 2363-002  
No appeals submitted

Candidate 2363-003  
No appeals submitted

Candidate 2363-005  
No appeals submitted

Candidate 2363-006  
No appeals submitted

Candidate 2363-007  
No appeals submitted

Candidate 2363-008  
No appeals submitted

Candidate 2363-010  
No appeals submitted

Candidate 2363-011  
No appeals submitted

Candidate 2363-012  
No appeals submitted

Candidate 2363-013  
No appeals submitted

Candidate 2363-014  
No appeals submitted

Candidate 2363-015  
No appeals submitted

Candidate 2363-016  
No appeals submitted

Candidate 2363-017  
No appeals submitted

Candidate 2363-018  
**Written Exam**  
Item #21 – Appeal denied

**Assessment Center**  
*Structured Oral Interview*  
Scenario 1 – Appeal denied  
Scenario 3 – Appeal denied

*Tactical Exercise*  
Initial Pursuit – Appeal denied  
Foot Pursuit – Appeal denied  
Deceased Victim – Appeal denied  
On Scene Follow Up – Appeal denied

Candidate 2363-019  
No appeals submitted

Candidate 2363-020  
**Written Exam**  
Item #21 – Appeal denied  
Item #29 – Appeal denied

Candidate 2363-021  
No appeals submitted

Candidate 2363-022  
No appeals submitted

Candidate 2363-023  
No appeals submitted

Candidate 2363-024  
No appeals submitted

Candidate 2363-025  
No appeals submitted

## **Police Lieutenant Examination #2363 Summary Report on Candidate Appeals**

Candidate 2363-026

No appeals submitted

Candidate 2363-027

**Written Exam**

Item #59 – Appeal denied

**Assessment Center**

General Scoring Appeal – Denied

Structured Oral Interview – Appeal denied

Tactical Exercise – Appeal denied

Shift Meeting Exercise – Appeal denied

Candidate 2363-028

No appeals submitted

**Exhibit B**

**Police Lieutenant Exam #2363**

Established 10/07/2021

<b>First Name</b>	<b>Last Name</b>	<b>Preliminary Score</b>	<b>Preliminary Rank</b>
Adam	Rozum	85.68	1
Stacey	Lyons	84.22	2
William	Simpson	83.51	3
Trevor	Niestemski	83.05	4
Angelo	Collazo	82.59	5
Frank	Jacobellis	80.89	6
Sean	Lynch	80.67	7
John	Andrews	80.59	8
Jason	Amato	79.00	9
Bradford	Seely	78.89	10
Jonathan	Duharte	78.67	11
Milton	Johnson	78.54	12
Joel	Carley	78.48	13
Lawrence	Lazaro, Jr.	78.25	14
Ronald	Jersey, Jr.	77.01	15
Christine	Burns	76.06	16
John	Burke	75.70	17
Bernard	Webb	74.38	18
Louis S.	Cortello, Sr.	74.00	19
Pasquale	Feola	73.07	20
Erick	Norton	72.21	21
Scott	Waehler	70.77	22
Sue	Cortello	68.54	23
Joaquim	DeBarros	68.45	24
James	Myers, Jr.	68.27	25
Luigi	Tucciarone	67.80	26